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नयाँ पत्रिका
सोमबार १० फागुन ०७७Government of Nepal
Ministry of Physical Infrastructure and Transport
Department of RoadsDevelopment Cooperation Implementation Division
Jwagal, Lalitpur**REQUEST FOR EXPRESSION OF INTEREST (REOI)**

Notice No. SRCTIP/6/077-78

(Date of first publication: February 22, 2021)

It is notified that Strategic Road Connectivity and Trade Improvement Project requested all the eligible Consultants to submit expression of interest in providing the following Services.

S.N.	Contract Identification No.	Post	Duration of Total service(months)
1	SRCTIP-DOR-CS-IND-9	Occupational Health and Safety Specialist	48 months input over 5 year period
2	SRCTIP-DOR-CS-IND-10	Gender Specialist	48 months input over 5 year period

Interested Consultant may obtain Terms of Reference (ToR) for the mentioned assignment title and relevant information from <https://dor.gov.np/home/notices>.

Expression of interest must be delivered in written form to the address below (in Person or by email) by 10 March 2021 office hours.

Project Director

Government of Nepal
Ministry of Physical Infrastructure and Transport
Department of Roads
Development Cooperation Implementation Division
Jwagal, Lalitpur

Procurement of Individual Occupational Health and Safety Specialist and Gender Specialist

Contract Identification Number: SRCTIP-DOR-CS-IND-9 and SRCTIP-DOR-CS-IND-10

Notice No. SRCTIP/6/077-78

REQUEST FOR EXPRESSION OF INTEREST (REOI)

Date of first publication: **February 22, 2021**

Country: Nepal

NAME OF PROJECT: Strategic Road Connectivity and Trade Improvement Project

Credit No.: 6673-NP

Assignment Title: Individual Consultants - Occupational Health and Safety Specialist and Gender Specialist

Reference No. SRCTIP-DOR-CS-IND-9 and SRCTIP-DOR-CS-IND-10

The Government of Nepal has received financing from the International Development Association (IDA) toward the cost of **Strategic Road Connectivity and Trade Improvement Project** and intends to apply part of the proceeds for consulting services. The consulting services (“the Services”) include **Occupational Health and Safety and Gender of Improvement of Nagdhunga - Naubise – Mugling Road and Kamala – Dhalkebar – Pathlaiya Road and Bridges.**

Anticipated date for commencement of the services is **April 2021** and the tentative duration of the assignment is about **48 months during the 60 months period** from commencement of services.

The Ministry of Physical Infrastructure and Transport, Department of Roads (DoR), now invites eligible individual Consultants for the posts mentioned below to indicate their interest in providing the Services indicating the contract number. Interested Individual Consultants should provide latest Curriculum Vitae (CV) and any other information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The consulting firms can also propose individual consultants. While evaluation, only the experience and qualifications of the individual shall be considered and the experience of the firm will not be taken into consideration.

The details of contract and duration for each specialist position are indicated below:

S.N.	Contract no.	Post	Duration of Total service (months)
1	SRCTIP-DOR-CS-IND-9	Occupational Health and Safety Specialist	48 months input over 5 year period
2	SRCTIP-DOR-CS-IND-10	Gender Specialist	48 months input over 5 year period

A consultant will be selected in accordance with the Selection Methods for Individual Consultant set out in the World Bank's "Procurement Regulations for IPF Borrowers", July 2016, Revised August 2018.

Interested Consultant may obtain Terms of Reference (ToR) for the mentioned assignment title and relevant information from <https://dor.gov.np/home/notices>.

Further information can be obtained at the address below during office hours.

Expression of interest must be delivered in written form to the address below (in Person or by email) by **10 March 2021 office hours**.

Attention: Project Director

Strategic Road Connectivity and Trade Improvement Project,

Jwagal, Lalitpur, Nepal

Tel: +977-01-5541687

Email: dorfc@dor.gov.np;

Website: <http://www.dor.gov.np>

**GOVERNMENT OF NEPAL
MINISTRY OF PHYSICAL INFRASTRUCTURE AND TRANSPORT
DEPARTMENT OF ROADS
DEVELOPMENT COOPERATION IMPLEMENTATION DIVISION**

**TERMS OF REFERENCE
FOR
GENDER SPECIALIST
UNDER
NEPAL STRATEGIC ROAD CONNECTIVITY AND TRADE IMPROVEMENT PROJECT**

1. PROJECT BACKGROUND

The Government of Nepal (GoN) is implementing the Nepal Strategic Road Connectivity and Trade Improvement Project (the Project), with financial support from the World Bank, to improve the efficiency and safety of select transport infrastructure, improve the efficiency of cross-border trade, and strengthen capacity for strategic road network management in Nepal. The Project is comprised of four components: (1) Trade Facilitation; (2) Regional Road Connectivity; (3) Institutional Strengthening; and (4) Contingency Emergency Response. The Ministry of Industry, Commerce and Supply (MoICS) is implementing Component One, and the Ministry of Physical Infrastructure and Transport (MoPIT) is implementing Components Two, Three, and Four, through the Department of Roads (DOR). The Development Cooperation Implementation Division (DCID) within DOR is the key implementation agency for these components. Relevantly, Component Two includes the improvement of the Nagdhunga-Naubise-Mugling (NNM) road to two lanes, and the upgrading of the Kamala-Dhalkebar-Pathlaiya (KDP) Road from two to four lanes, and Component Three includes capacity enhancement of DOR for improved management of DOR's (Strategic Road Network).

2. OVERVIEW OF GENDER IN THE PROJECT

In road and transport sector, a large number of women and men of disadvantaged social groups are negligibly left behind from gaining skilled employment opportunities and resources. They are often employed as unskilled labor with less pay due both to a lack of technical skills and also because of the accepted social norms that perceive/prescribe women or some caste groups with having only a certain type of defined work. Therefore, low technical and professional skills of women and the marginalized and segregation of occupations and employment by gender and caste/ethnicity are some of the critical barriers in the sector.

The project aims to address these barriers specifically through skills development, employment generation, gender responsive design features, institutional strengthening and safety and security components. This includes support for the training of local women to find skilled employment and livelihood opportunities, aimed at bridging the skills gap identified in the Project's gender assessment as a major limiting factor contributing to the shortage of females in better paying jobs and livelihoods. A training and employment service provider will be hired to implement the activity. The project will also consider installing safety measures appropriate to children, women and PWDs in road infrastructure to mitigate the impact of road related accidents and fatalities which is reportedly higher among the poor, people with disabilities, children and women. The project also includes constructing basic infrastructures such as toilets, and exclusive market sheds for women farmers/entrepreneurs selling their products along the highway in a safe and secure manner.

Moreover, The NNM and KDP roads are the two major strategic highways in Nepal with regional connectivity and trade and are hubs for high volume of transport transit and station. With the addition of

the project labor force, Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) risks to women and girls in the project areas may amplify. The project has already developed a SEA/SH Prevention and Response Action Plan to address and mitigate against SEA/SH risks for which, a GBV Service Provider will be recruited to support the implementation of activities under the Plan.

3. OBJECTIVE

The Project is seeking a Gender Specialist for its Project Coordination Unit (PCU) to support the project in its implementation. The Gender Specialist in particular will support the PCU located in the DCID in administering the overall implementation and monitoring of all Gender related outcomes and targets under components 2 and 3. This will include technical guidance for mainstreaming gender and inclusion in the institutional structure and in the project activities where relevant, staff awareness and monitoring, support to TESP in training design and employment of women and in the execution of SEA/SH Action plan and reporting.

4. SCOPE OF WORK

The scope of work will include, but not limited to, the following tasks:

- a. Prepare a Gender Action Plan (GAP) with yearly targets, responsibilities and timeline and ensure its implementation and monitoring.
- b. Provide overall technical guidance and input to the PCU technical team and to the social/gender specialist of the Supervision Consultant team in ensuring GAP activities are clearly understood, implemented, monitored and reported.
- c. Deliver orientation and training on gender related objectives and outcomes of the project, gender related activities and targets, implementation mechanisms and responsibilities and on general level of awareness on gender and inclusion, and SEA/SH to the PCU, Supervision consultant team and Contractors.
- d. Provide orientation on general level of awareness on gender and inclusion and SEA/SH and on project objectives and opportunities to the project affected communities and contracted workers.
- e. Provide technical support to select a qualified TESP and work with and supervise them in carrying out needs assessment of potential trainees, planning and developing a tailored training implementation plan, and in curriculum development. This includes carrying out monitoring to ensure that yearly targets are met and that the quality of the training provided to 500 women meets the standard, and the disaggregated data are maintained of women trainees by caste, ethnicity, income level.
- f. Ensure proper supervision to and planning with TSP for providing counseling and support to 50¹ women for job placement out of the 500 trained women.
- g. Coordinate with and support the technical team in ensuring that the service roads, pedestrian sidewalks and crossings, toilets and dedicated market spaces/facilities for women, as mentioned in the project documents, are being included in the design and construction of NNM road improvement and KDP road upgrading works.
- h. Contribute in the discussion of operational modality for sustainability of these infrastructure when project completes.
- i. Apply and embed the needs and priorities of women, children and PWDs in ESF standards in particularly, Assessment and management of environmental and social risks and impacts (ESS1); OHS, labor management and traffic management (ESS2); community health and safety (ESS4); resettlement procedures (ESS5); Indigenous Peoples and local communities (ESS&); and

¹this target will be reviewed in the midterm and adjusted accordingly, as mentioned in the PAD

Stakeholder engagement plan (SEP ESS 10). Ensure that the procedures of these ESSs have adequately considered and adopted appropriate measures that promote gender equality and inclusion.

- j. Ensure that the SEP adequately covers women as stakeholders and the consultations for beneficiary feedback, client satisfaction survey etc. have adequate representation of women from different caste, ethnicity groups.
- k. Ensure separate toilets and change rooms for women (as per the accepted international standards) are complied by the contractors as contractual obligations as per the ESF and ESMF
- l. Collect baseline, lessons learned, good practices and case studies as part of the documentation of the gender outcomes during project implementation.
- m. Strengthen virtual information and knowledge dissemination for larger audience, through interactions, publications, and monitoring measures.
- n. Carry out field visits to supervise the works, monitor and report back on gender related activities.
- o. Organize/Facilitate meetings and workshops to share project related gender achievements and recommendations to federal and local level stakeholders including government agencies, and relevant NGOs and CBOs
- p. Act as the main focal point/contact for all gender-related activities between the implementing agency, the WB, and Supervision Consultant team.
- q. Provide support for WB ISR (implementation supervision Review) review missions to ensure that implementation of gender related activities is being adequately assessed and reported on.
- r. Contribute to and promote gender and inclusion balanced recruitment within the institutional structure and with the recruitment of direct workers.
- s. Ensure application of MOPIT GESI guideline in the project cycle, in coordination with GESU.
- t. Work closely with Social Development Specialist in assessing the potential for differentiated impacts of the Project based on gender and exclusion, and identify options to maximize benefits and minimize adverse effects.
- u. Support the Social Development Specialist to ensure that the Gender/GESI including SEA/SH Prevention and Response Action Plan requirements are incorporated into the Environmental, Social, Health and Safety (ESHS) specifications of procurement documents and into Environment and Social Management Plans (ESMPs) for subprojects, as per requirements of the Project's Environmental and Social Commitment Plan (ESCP). Support the Social Development Specialist in supervising and monitoring of the implementation of SEA/SH Prevention and Response Action Plan.
- v. Undertake other gender and SEA/SH-related tasks as may be required.
- w. Disseminate road safety security information among communities and workers.

5. QUALIFICATIONS

Area	Qualifications
Education	<p>Minimum:</p> <ul style="list-style-type: none"> ▪ Master Degree in Social Science (sociology, development studies, gender, women studies etc.) or other related discipline <p>Preferable:</p> <ul style="list-style-type: none"> ▪ Post Master degree Social Science (sociology, development studies, gender, women studies etc.) or other related discipline ▪
Experience	<p>A. Specific Experience</p> <p>i. Minimum: 10 years relevant professional experience, or an equivalent combination of experience and education, in the areas of gender, inclusion, human rights or related field, including experience working with international development agencies. Experience working in the area of GBV is critical. Preferable: 15 years relevant professional experience, or an equivalent combination of experience and education, in the areas of gender, inclusion, human rights or related field, including experience working with international development agencies. Experience working in the area of GBV is critical.</p> <p>ii. Minimum: 2 years or 2 projects of experience in road/bridge construction project sites related to gender, inclusion, human rights or related filed in Donor Agency finding. Preferable: 5 years or 5 projects of experience in road/bridge construction project sites related to gender, inclusion, human rights or related filed in Donor Agency finding.</p> <p>B. Other Requirements</p> <ul style="list-style-type: none"> • Proven experience in advising on gender inclusion and in conducting assessments in the area of gender equality and social inclusion. ▪ Demonstrated experience in collecting and developing gender and social inclusion responsive indicators and disaggregated data and preparing gender and social inclusion responsive project analysis. ▪ Experience in gender related project implementation with result-based management ▪ Excellent analytical, presentation, and written and oral communication skills in both Nepali and English
Language	Capable in reading, writing and speaking English and Nepali Language

6. DELIVERABLES AND REPORTING

The Gender Specialist will report to the PCU Project Director, and will prepare and submit the following:

- Yearly Gender Action Plan (workplan) specifying all the activities/approaches required to achieve gender targets
- Status report on the progress of training of 500 women and employment 50, including curriculum development and implementation modality
- Contribute in the trimester report with gender and SEA/SH progress
- Participate in ISR missions and provide progress updates on gender and SEA/SH achievements, challenges and lessons
- Perform all the tasks as outlined in scope of work to address gender gaps in the project
- Support the Social Development Specialist to provide monthly reports to Project Director on the status of implementing the SEA/SH Prevention and Response Plan

7. DURATION OF SERVICE

Consultant shall commence the work from the date of signing contract agreement and last for five years. The input of the Specialist will be in intermittent basis. The total input of the Specialist during the Contract Period will be forty eight months. The Gender Specialist will be hired for the 5 year period with yearly contract renewal subject to operational demands and satisfactory performance.

8. PAYMENT

The remuneration to the individual Consultant shall be on the monthly basis, as a time based contract. Reimbursable expenses are paid as per contract.

9. WORKING DAYS

The working days and office holidays will be as per Government rules and practice. The Consultant should submit the monthly work plan at the start of each month.

10. TAX

The Consultant shall be fully responsible for all taxes imposed by Government of Nepal. The Consultant must be registered in VAT after signing the contract agreement, if not registered. The consultant will be responsible for the costs of the premium of any insurance plan including accidental insurance he/she takes up.

11. LOGISTIC AND OTHER ASSISTANCE PROVIDED BY THE CLIENT

The following shall be provided to the Consultant by DOR:

- Related reports available in DOR
- Access to other necessary documents and data available in DOR required for the performance of the consultant's services.
- Office space with furniture
- Email and internet access
- Required office stationery

The Consultant will be provided an office space in premises of the Development Cooperation Implementation Division. Transportation shall have to be arranged by consultant himself/herself within Kathmandu valley however Transport expenditures incurred during visiting to work sites outside of Kathmandu valley shall be reimbursed as per actual bill.

12. CONSULTANT'S RESPONSIBILITY

The Consultants shall not, during the term of this Contract and after its expiration, disclose any proprietary or confidential information relating to the Services, this Contract or the Client's business or operations without the prior written consent of the Client. The Consultant shall keep full records relating to all aspects of the work covered by his/ her service contract. All original drawings, work sheets, field notes, computer programs, reports and other documents relating to the study shall become the property of the Government.

In addition to the above, the Consultant shall submit the reports not limited to following during the course of services:

- Monthly progress report on overall activities

13. AGREEMENT

The Consultant shall be required to enter into an agreement with Development Cooperation Implementation Division on time based. An agreement shall be signed by both parties before the commencement of the work.